

Exhibit A

**IN THE UNITED STATES DISTRICT COURT
NORTHERN DISTRICT OF OHIO
WESTERN DIVISION**

Stephen Solarek,

Plaintiff,

vs.

Wendcentral Corp., et al.,

Defendants.

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Case No. 3:16-cv-02116

Judge James G. Carr

DECLARATION OF DANIEL POGANSKI

I, Daniel Poganski, declare under penalty of perjury, based on personal knowledge, as follows:

1. I am the owner and the person in charge of A&B Accounting, a sole proprietorship that is registered in Orange County, New York, has its operations in Florida, New York. I am over eighteen (18) years of age.

2. Since 1996, A&B Accounting has administered the payroll, accounting, and administrative functions for various restaurants, including certain Wendy's franchises and other restaurants unrelated to Wendy's. Through A&B Accounting, I was in charge of handling these services from March 2013 through August 2015 on behalf of Wendstick, LLC ("Wendstick"), an Ohio limited liability company, and, thus, I have personal knowledge of the matters described in this Declaration.

3. I am also one of the record custodians of the employment and payroll files of Wendstick's former employees. The records in these employee files were regularly and contemporaneously made by a person with knowledge and are kept in the ordinary course

business of Wendstick and A&B Accounting at 1 Commercial Drive, Area E, Florida, New York.

4. Wendstick, a former franchisee of The Wendy's Company, owned and operated the Wendy's restaurant located at 14180 Airport Highway in Swanton, Ohio (the "Swanton restaurant"), until Wendstick sold the Swanton restaurant to an independent third party effective July 29, 2015.

5. Wendstick employed Plaintiff Stephen Solarek as a crew member at the Swanton restaurant from February 6, 2015 through July 28, 2015. On July 28, 2015, Wendstick terminated the employment of all employees at the Swanton restaurant.

6. Wendstick timely paid Mr. Solarek \$8.10 per hour for all hours worked every two weeks.

7. When Mr. Solarek was hired, it was Wendstick's practice to provide him with a free uniform, which consisted of a shirt, apron, visor or hat, and a nametag.

8. The attached Exhibit 1 is a true and authentic copy of an executed document dated February 6, 2015, which is labeled Wendstick, LLC Slip-Resistant Shoe Policy (the "Shoe Form") and is maintained in Wendstick's employee file for Mr. Solarek.

9. As described in the Shoe Form, Wendstick also offered to give Mr. Solarek free slip resistant shoe covers or guards ("Shoe Covers") that would fit over his regular shoes while he was working. These Shoe Covers were black rubber and were available in different brands from three third-party vendors (the "Vendors"): Crew Guards by Shoes for Crews, LLC, ShoeGuards by SureGrip Footwear, or Cold Storage Overshoes by SR Max.

10. As reflected in the Shoe Form, Mr. Solarek chose not to be given Shoe Covers. Instead, he opted to purchase slip resistant shoes from one of the Vendors.

11. Because Mr. Solarek chose not to wear the slip resistant Shoe Covers, he was required to wear dark-colored shoes that had a solid or closed upper area. For his safety, these shoes also had to have a slip resistant bottom or sole available from one of the three Vendors.

12. These Vendors provided catalogs, which offered Mr. Solarek a wide variety of slip resistant footwear choices. Shoes for Crews, alone, offers close to sixty (60) different dark-colored slip resistant shoes in a broad spectrum of styles, qualities, and models, including styles such as athletic, high-top, casual, dress, work boots, slip-ons, cowboy boots, safety toe, soft toe, and steel toe. The attached Exhibit 2 is a true and authentic copy of one of Shoes for Crews' recent catalogs for slip resistant shoes.

13. The other two shoe Vendors offer, in the aggregate, over 100 different styles and models of dark-colored slip resistant shoes from approximately twenty (20) different brands.

14. When Mr. Solarek selected the slip resistant shoes that he preferred from Shoes for Crews, Wendstick provided him with the voluntary option of purchasing the shoes through payroll deductions instead of paying the shoe Vendor directly with a single, up-front payment. Mr. Solarek selected this payroll deduction option and provided written authorization for Wendstick to deduct the cost of his shoes from his wage payments over the course of two two-week payroll periods (a total of four weeks).

15. The attached Exhibit 3 is a true and authentic copy of another record in Mr. Solarek's employee file: an Invoice, dated February 9, 2015, from Shoes for Crews to Wendstick for the \$48.96 cost of the shoes that Mr. Solarek selected for himself. Shoes for Crews provided this invoice when it shipped the shoes to Wendstick.

16. After receiving this Invoice, Wendstick paid Shoes for Crews \$48.96 for Mr. Solarek's shoes, provided the shoes to Mr. Solarek, and deducted \$24.48 from each of his next

two wage payments over a four-week period, in order to reimburse Wendstick for the actual cost of his shoes.

17. For employees who purchased slip resistant shoes and provided written authorization for payroll deductions to cover the actual cost of the shoes, Wendstick customarily paid for and furnished the shoes to the employees before being reimbursed.

18. Although the shoes that Mr. Solarek ordered from Shoes for Crews were slip resistant, they otherwise looked and functioned like ordinary footwear available for everyday use. Mr. Solarek was free to wear these shoes anywhere and for non-work purposes.

19. Neither Wendstick nor any person acting on behalf of Wendstick realized any profit or received any other benefit for paying the shoe Vendor for Mr. Solarek's shoes and then being reimbursed via payroll deductions that he authorized. This reimbursement merely covered the actual costs of the shoes ordered by Mr. Solarek and did not include any administrative costs.

20. After Mr. Solarek's employment with Wendstick ended, he was permitted to keep the shoes he had selected from Shoes for Crews.

21. When Wendstick hired Mr. Solarek, it offered him different options for receiving his pay net of applicable withholding taxes. Mr. Solarek could choose to receive his pay either via direct deposit into his personal account at any financial institution (the "Direct Deposit Option"), or via the ADP TotalPay Card & Money Network Check Program (the "Pay Card/Check Option"), which was provided by a third party, ADP, Inc., and administered by a company called First Data Corporation.

22. The Direct Deposit Option would provide Mr. Solarek with immediate access to the cash wages deposited into his bank account on the morning of payday.

23. The attached Exhibit 4 is a true and authentic copy of the executed Employee Pay Selection record in Wendstick's employee file for Mr. Solarek, showing that he declined the Direct Deposit Option and chose the Pay Card/Check Option. This form accurately describes key features of the Pay Card/Check Option.

24. Under the Pay Card/Check Option that Mr. Solarek selected, his cash wages were deposited into his debit card account and available to him on payday morning. He also received free paper paychecks called Money Network Checks and a debit card.

25. The Pay Card/Check Option provided Mr. Solarek with free access to his wages in cash or via purchases (without any fees) in several ways:

- Cashing the Money Network Checks for free at any participating retail and check cashing locations.
- Paying bills for free with the Money Network Checks.
- Transferring funds from his debit card account to any personal bank account in the United States without incurring any fees.
- Paying for purchases without incurring any fees by using his debit pay card as a Visa card at the point of sale.
- Withdrawing cash at any in-network ATM without incurring any fees.
- Making free withdrawals of cash at any banks that accept Visa debit cards.

26. Neither Wendstick nor any person associated with Wendstick charged Mr. Solarek any fees or made any deductions from his wage payments as a result of his selection or use of the Pay Card/Check Option. In addition, there was no monthly maintenance fee associated with the Pay Card/Check Option during his employment.

27. Before Mr. Solarek chose the Pay Card/Check Option, it was Wendstick's practice to provide him with a fee schedule ("Schedule"), a true and authentic copy of which is

attached as Exhibit 5. This Schedule accurately identifies all of the different ways in which Mr. Solarek could obtain free access to his wages in cash or through purchases. The Schedule also itemizes those transactions for which Mr. Solarek would be charged a fee, such as using out-of-network ATMs.

28. Under the Pay Card/Check Option, the only instance in which Mr. Solarek would be charged a fee is if he chose to engage in a transaction for which there was a disclosed fee. Wendstick never had any control, input, or involvement concerning how Mr. Solarek chose to use his debit card, including whether he engaged in a free or chargeable transaction.

29. If Mr. Solarek chose to engage in a chargeable transaction, any resulting fees were charged and received by a third party, such as ADP or First Data Corporation, not by Wendstick or anyone associated with Wendstick.

30. For privacy purposes, Mr. Solarek's social security number and debit account number on the attached Exhibits have been redacted.

I declare under penalty of perjury that the foregoing is true and correct and that this declaration is executed this 21 day of October, 2016 in Florida, New York.



Daniel Poganski

WENDSTICK, LLC
SLIP-RESISTANT SHOE POLICY

Our Dress Policy states in part (refer to Employee Orientation Handbook pp 5 & 6):
"Shoes must be clean, polished and in good condition. They must be dark in color (black, dark brown) and have a solid or leather "upper" closed area. A non-leather slip resistant bottom or sole is required. Wendstick, LLC provides an option to purchase such shoes through a payroll deduction program, where allowed by State Law. If you come to work without slip resistant shoes, you will be required to wear "Crew Guards".

Please indicate which brand of slip-resistant shoes or guards you are currently wearing:

_____ Shoes for Crews	_____ Crew Guards by Shoes for Crews (Style #50)
_____ SureGrip Footwear	_____ ShoeGuards by SureGrip Footwear (Style #2100)
_____ SR Max	_____ Cold Storage Overshoe by SR Max (Style #SRM1111)

I understand that **I will not be allowed to work** until management verifies that I have an approved style of slip resistant shoe or guard from Shoes for Crews, SureGrip Footwear or SR Max. I also understand that wearing a slip resistant shoe or guard from Shoes for Crews, SureGrip Footwear or SR Max as verified and approved by the company is a condition of my employment with Wendstick, LLC. My failure to comply with this policy will subject me to the disciplinary process which could include termination of my employment with Wendstick, LLC.

I have read and understand the above slip resistant shoe policy. I have also been given the opportunity to ask questions about this policy.

_____ I have been given Shoes for Crews Crew Guards or SureGrip Footwear ShoeGuards or SR Max Cold Storage Overshoes to wear by my employer, Wendstick, LLC.

☒ I have opted to purchase an approved slip resistant shoe or guard from Shoes for Crews or SureGrip Footwear or SR Max.

Stephen Solarek
Employee signature

Stephen Solarek
Print name

2/6/15
Date


General Manager signature

REDACTED
Last four digits of Social Security #

12504
Restaurant #

(Place white copy of completed form in employee's file in restaurant)

**Declaration
Exhibit**

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CASUAL
PAGES 20-25

WORK
PAGES 32-43

DRESS
PAGES 26-29

ATHLETIC
PAGES 8-17

NEW STYLES
PAGES 4-7

ACCESSORIES
& MIGHTYMAT!
PAGES 30-31

IT'S ALL ABOUT THE

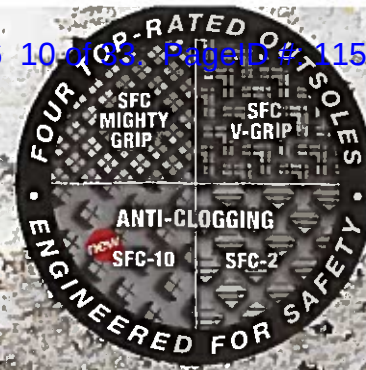


QUICKship!  **guarantee**

Declaration
Exhibit

GRIPPING NEW STYLES

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GRIPPING NEW STYLES

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MAXIMUM TRACTION = SAFETY

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Endurance and Vitality

- Patented SFC Mighty Grip® outsole
- Lightweight • Breathable mesh and leather upper • Padded collar and tongue
- Water-resistant • Removable cushioned insole • Reinforced heel and toe
- Vitality 9047: Additional pair of green shoelaces provided

\$59⁹⁸

men's 8147
black/yellow

men's 8047
black

women's 9244
light gray/pink

women's 9245
gray/lavender

women's 9045
black/purple

Endurance

Men's:
8047 Black, 8147 Black/Yellow **LIMITED SUPPLY**
Medium 7–11½, 12, 13, 14, (15, 16 black only)
Wide (black only) 8–11½, 12, 13, 14, 15, 16

Vitality

Women's: 9045 Black/Purple
9245 Gray/Lavender, 9244 Light Gray/Pink
9047 Black/Green
Medium 5–9½, 10, 11
Wide (9045 and 9245 only) 6½–9½, 10, 11

Bungee cord lacing for
a quick, secure fit

Extended heel tip provides
added protection

EVA midsole with
maximum cushioning
for extra comfort

new

Pinnacle

- Patented SFC Mighty Grip® outsole
- Lightweight • Breathable mesh and man-made upper • 100% vegan
- Water-resistant • Extra-cushioned EVA midsole for added comfort
- Upgraded removable cushioned insole • Tongue is attached on both sides
- Enhanced heel counter for additional support
- Bungee cord lacing system with cord lock

Men's: 8056 Black, 8057 Green
Medium 7–11½, 12, 13, (14 black only)

\$69⁹⁸



Marathon

- Patented SFC Mighty Grip® outsole
- Lightweight • Water-resistant • Reinforced heel
- Breathable mesh and man-made upper • 100% vegan
- 1½" extra-cushioned EVA midsole for maximum comfort for all-day wear
- Removable cushioned insole

Men's: 8052 Black
Medium 7-11½, 12, 13, 14

Women's: 9052 Black,
9152 Gray/Green
Medium 5-9½, 10, 11

\$74.98



**ULTRA-THICK MIDSOLE = 50% MORE CUSHION THAN
TRADITIONAL ATHLETIC SHOES***

*COMPARED TO SFC FREESTYLE MIDSOLE THICKNESS



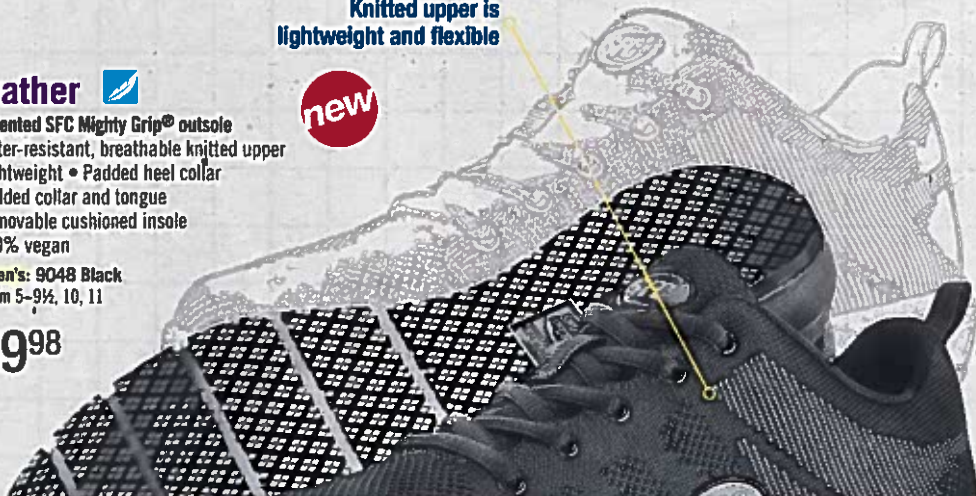
Knitted upper is
lightweight and flexible

Heather

- Patented SFC Mighty Grip® outsole
- Water-resistant, breathable knitted upper
- Lightweight • Padded heel collar
- Padded collar and tongue
- Removable cushioned insole
- 100% vegan

Women's: 9048 Black
Medium 5-9½, 10, 11

\$59.98



new

LIGHTWEIGHT 24/7



Swift

Men's: 8049 Black,
8149 Blue/Green **LIMITED SUPPLY**
Medium 7-11½, 12, 13, 14, 15
Wide (black only) 8-11½, 12, 13, 14, 15

Women's: 9049 Black,
9249 Blue/Green **LIMITED SUPPLY**
Medium 4, 5-9½, 10, 11
Wide (black only) 6½-9½, 10, 11

Storm, Swift

- Patented SFC Mighty Grip® outsole
- Lightweight and ultra-flexible
- Man-made upper • Water-resistant
- Ventilated sidewalls for breathability
- Swift: Tongue is fastened on one side
- Storm: Camouflage pattern on heel

\$64.98

Storm

Men's: 8053 Black
Medium 7-11½, 12, 13, 14

Women's: 9053 Black/Pink
Medium 5-9½, 10, 11



ADD SPRING TO YOUR STEP

SHOCK-ABSORBING AIR PISTON TECHNOLOGY

Lessen stress on
knees and legs

Provide long-lasting
comfort

Reduce heel-to-toe
impact

Force

- Patented SFC Mighty Grip® outsole
- Water-resistant
- Full-length Air Piston Technology
- Genuine leather upper
- Removable cushioned insole
- High-top design offers additional ankle support
- Padded heel and collar
- Stitch-reinforced toe

Men's: 8044 Black
Medium 7-11½, 12, 13, 14
Wide 8-11½, 12, 13, 14

\$79⁹⁸



Alto and Aurora

- Patented SFC Mighty Grip® outsole
- Full-length Air Piston Technology
- Genuine leather and man-made upper
- Water-resistant
- Ventilated sidewalls
- Padded collar and tongue
- Enhanced heel counter
- Stitch-reinforced toe
- Removable, dual-density, cushioned insole

\$69⁹⁸



Aurora

Women's: 9043 Black,
9143 White
Medium (5 black only) 5½-9½, 10, 11
Wide (black only) 6½-9½, 10, 11

Quest

\$74⁹⁸

- Patented SFC Mighty Grip® outsole
- Full-length Air Piston Technology
- Man-made and breathable mesh upper
- Reinforced heel and tongue padding
- Removable cushioned insole
- Enhanced heel counter
- Stitch-reinforced toe

Men's: 8054 Black
Medium 7-11½, 12, 13, 14



Revolution

\$59⁹⁸

- Patented SFC Mighty Grip® outsole
- Water-resistant • Padded collar
- Leather and nylon mesh upper
- Air Piston Technology heel support
- Enhanced heel counter
- Stitch-reinforced toe
- Removable cushioned insole

Women's: 9041 Black
Medium 4, 5-9½, 10, 11
Wide 6½-9½, 10, 11



Strike

\$64⁹⁸

- Patented SFC Mighty Grip® outsole
- Water-resistant • Lightweight
- Air Piston Technology heel support
- Removable cushioned insole
- Stitch-reinforced toe
- Breathable mesh and man-made upper
- 100% vegan • Padded collar

Men's: 8050 Black
Medium 7-11½, 12, 13, 14, 15

Women's: 9050 Black
Medium 5-9½, 10, 11



Evolution

\$50⁹⁸

POWER TO GO & KEEP GOING

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Back Court II, Dash

- Patented SFC Mighty Grip® outsole
- Water-resistant • Padded collar
- Removable cushioned insole

A. Back Court II \$43⁹⁸

Men's: 6017 Black
Women's: 7017 Black

B. Dash \$69⁹⁸

Women's:
9046 Black/Purple

topcrews **LITE**



Falcon, Freestyle, Kick

- Patented SFC Mighty Grip® outsole
- Water-resistant
- Leather and man-made upper
- Removable cushioned insole
- Padded collar

A. Falcon \$42⁹⁸

Men's: 6007 Black,
6107 White
Women's: 7007 Black,
7107 White
Wide sizes available.

B. Kick \$64⁹⁸

Men's: 8048 Black
Women's: 8048 Black

C. Freestyle \$34⁹⁸

Men's: 6010 Black
Women's: 7010 Black
Wide sizes available.



Candy, Eastside, Pegasus

- Patented SFC Mighty Grip® outsole
- Genuine leather upper • Water-resistant
- Cushioned insole

A. Candy \$59⁹⁸

Women's: 9036 Black
Wide sizes available.

B. Eastside \$47⁹⁸

Men's: 6050 Black
Women's: 7050 Black, 7150 White

C. Pegasus \$59⁹⁸

Women's: 9040 Black



SEE SHOESFORCREWS.COM FOR MORE DETAILS

Zoe

- Patented SFC Mighty Grip® outsole
- Lightweight and flexible
- Leather and man-made upper
- Water-resistant • Padded collar
- Mesh sock lining • Cushioned insole

Women's: 7013 Black

\$39⁹⁸



Energy

- Fitness technology combined with our patented SFC Mighty Grip® outsole
- Patented lightweight torsion bar designed to improve balance and stability





WHY CHOOSE JUST ONE?

Saratoga, Ollie, Hayden, Cabbie (A, B, D, E)

- Patented SFC Mighty Grip® outsole • Water-resistant canvas upper
- Easy to clean • 100% vegan • Cushioned insole

A. Saratoga

Men's: 6046 Black, 6249 Red
Women's: 4046 Black, 6249 Red

B. Ollie – Canvas

Men's: 6047 Black, 6147 Blue, 6247 Red
Women's: 4047 Black, 4147 Blue, 6247 Red

D. Hayden

Men's: 6060 Charcoal
Women's: 4060 Charcoal,
4160 Blue

E. Cabbie

Men's: 6053 Black
Women's: 6053 Black

Old School Classic II (G & H) – Canvas and Leather

- Patented SFC Mighty Grip® outsole
- Water-resistant canvas upper
- Canvas style is lightweight and 100% vegan
- Water-resistant, genuine leather upper
- High-top design offers additional ankle support
- Cushioned insole • Stitch-reinforced toe

\$52⁹⁸

G. Leather

Men's: 6056 Black
Women's: 6056 Black
Wide sizes available

H. Canvas

Men's: 6057 Black
Women's: 6057 Black
Wide sizes available



DURABILITY: MANUFACTURED WITH TOP-QUALITY MATERIALS AND DESIGNED TO LAST.



VALUE: MORE THAN 150 AFFORDABLY PRICED PRODUCTS TO FIT YOUR BUDGET AND NEED.



COMFORT: BUILT TO PROVIDE LONG-LASTING COMFORT AND SUPPORT.



GRIP: INDEPENDENT TESTS CONFIRM—SFC OUTSOLES PROVIDE TOP-RATED SLIP RESISTANCE.



INDEPENDENT SLIP TEST*

0 0.1 0.2 0.3 0.4 0.5 0.6

Shoes For Crews – 8027 / .58

Reebok (SR Shoe) – SRB1020 / .49

SR Max – SRM190 / .40

Walmart TredSafe – Mario / .39

Payless safeTstep – 93383 / .37

Lehigh SlipGrips – SG7020 / .33

New Balance (SR Shoe) – 55730 / .32

SureGrip Keuka – 55014 / .28

Clarks Work – T6688 / .27



**THE ORIGINAL
SLIP-RESISTANT SHOE
SINCE 1984**

QUICKship! Guarantee



**YOUR ORDER WILL ARRIVE WITHIN 3 BUSINESS DAYS VIA
REGULAR GROUND SHIPMENT OR SHIPPING IS FREE!**

Valid for shoe orders only, placed by 3 p.m. EST business days, via phone or internet only. Delivery to business addresses only within the contiguous United States. Excludes backorders, companies with special shipping arrangements and orders placed during physical inventory period (12/22/16 – 1/9/17). FOR FULL GUARANTEE DETAILS, PLEASE VISIT SHOESFORCREWS.COM/QUICKSHIP.

SFC SHIPPING RATES	COMMERCIAL ADDRESS		QUICKship! (1-3 DAYS)	2 ND DAY	NEXT DAY
	1 PAIR		\$7.98 PER PAIR	\$12.98 PER PAIR	\$19.98 PER PAIR
	2 PAIRS		\$6.48 PER PAIR	\$10.98 PER PAIR	\$17.98 PER PAIR
	3+ PAIRS		\$4.98 PER PAIR	\$8.98 PER PAIR	\$12.98 PER PAIR
	RESIDENTIAL ADDRESS		3-5 BUSINESS DAYS	2 ND DAY	NEXT DAY
	1 PAIR		\$7.98 PER PAIR	\$12.98 PER PAIR	\$19.98 PER PAIR
	2 PAIRS		\$6.48 PER PAIR	\$10.98 PER PAIR	\$17.98 PER PAIR
	3+ PAIRS		\$4.98 PER PAIR	\$8.98 PER PAIR	\$12.98 PER PAIR

We cannot ship to P.O. Boxes. We only ship to street addresses.
Alaska and Hawaii, please add \$6 per shipment. Puerto Rico, Virgin Islands, and all others, please call 1 800 523.4448 for shipping rates.

**FREE
EXCHANGES
E-Z
RETURNS**

Need to return or exchange your shoes? No problem!

You can exchange your shoes or return them, within 60 days of the original purchase date, for FREE! That's right, FREE! Simply use the pre-paid UPS label provided in your order. For returns, we will gladly refund the shoe purchase price less a \$6.95 per pair purchasing fee.

**60
DAY
GUARANTEE**

Doesn't fit? Didn't like it? No problem!

With our 60-Day Wear & Compare Guarantee you can return or exchange your shoes—even if you've worn them—any time within the first 60 days after the original purchase. We even pay the return shipping cost. See our website for full details.

**FAST
LANE
EXCHANGE**

Need your replacement shoes in a hurry? No problem!

Use our Fast Lane Exchange® option. Have your UPS tracking information (from your pre-paid return label) available and call or go online to sign up. Once we confirm your return is in transit, we will ship your replacement pair. See our website for full details.

CALL OR CLICK TO ORDER TODAY

SFC FROGGZ®

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OUR SFC FROGGZ® STYLES ARE MADE OF A DURABLE, HIGH-GRADE, EVA/RUBBER BLEND THAT IS WATER-RESISTANT, EASY TO CLEAN AND 100% VEGAN.



LIGHT



SFC Froggz® Pro

- Patented SFC Mighty Grip® outsole
- Made of a durable, high-grade, EVA/rubber blend
- Ultra-lightweight • Water-resistant • 100% vegan
- Ventilation holes along inside of shoe
- Removable cushioned insole

Men's: 5008 Black
Medium (whole sizes only) 4-14

Women's: 5008 Black
Place order using men's sizes.
Order 1 size smaller than your normal shoe size.

\$39⁹⁸



SFC Froggz® Elite

- Patented SFC Mighty Grip® outsole
- Water-resistant • Lightweight • 100% vegan
- Removable contoured insole for maximum comfort and fit
- Made of a durable, high-grade, EVA/rubber blend
- Ventilation holes along inside of shoe

Men's: 5012 Black
Medium (whole sizes only) 7-15

\$39⁹⁸



SFC Luna

- Patented SFC Mighty Grip® outsole
- Ultra-lightweight • Ventilation holes along inside of shoe
- Made of a durable, high-grade, EVA/rubber blend
- Water-resistant • Removable cushioned insole
- 100% vegan • 1 1/2" rubber heel

Women's: 4009 Black
Medium 4, 5-9 1/2, 10, 11

\$34⁹⁸



SFC Froggz® Classic II

- Patented SFC Mighty Grip® outsole
- Ultra-lightweight • Water-resistant • Pivoting heel strap
- Made of a durable, high-grade, EVA/rubber blend
- Ventilation holes along inside of shoe • 100% vegan

Men's: 5010 Black, 5011 White
Medium (whole sizes only) 4-13.



COMFORT YOU WANT ALL DAY LONG



Verona

- Patented SFC Mighty Grip® outsole
- Full-grain or patent leather upper • Elastic inset for a comfortable fit • Steel shank for added support
- Roomy heel area relieves stress on the back of the heel • Firm foot and arch support • Spacious toe box
- Cushioned insole with extra padding in the arch • Water-resistant • 1½" heel • Padded collar

Women's: 9073 Black Matte, 9074 Black Patent
Medium 5-9½, 10, 11
Wide (black matte only) 6½-9½, 10, 11

9173 Burgundy Patent
Medium 6-9½, 10

We recommend ordering ½ size
smaller than you usually wear.

\$69⁹⁸



Chloe

- Patented SFC Mighty Grip® outsole
- Water-resistant • Twin elastic side panels for a great fit
- Full-grain leather upper • Steel shank for support
- Cushioned insole • 1½" rubber platform

Women's: 9069 Black
Medium 4, 5-9½, 10, 11

\$59⁹⁸

Harper

- Patented SFC Mighty Grip® outsole
- Water-resistant • Reinforced toe
- Man-made and breathable mesh upper
- Lightweight • Removable cushioned insole
- Crisscross elastic for a secure fit
- 100% vegan

Women's: 9034 Black
Medium 4, 5-9½, 10, 11

\$59⁹⁸



Crisscross elastic
for a secure fit

Meadow

- Patented SFC Mighty Grip® outsole
- Water-resistant • Action leather upper
- Lightweight • Detailed stitching
- Nubuck textured (like suede) upper
- Cushioned insole • Heel pull loop

Women's: 9019 Black
Medium 5-9½, 10, 11

\$59⁹⁸



Charlotte

- Patented SFC Mighty Grip® outsole
- Water-resistant canvas upper
- Lightweight • 100% vegan
- Upgraded removable EVA insole for maximum comfort
- Detailed stitching
- Classic styling

Women's: 9018 Black
Medium 5-9½, 10, 11

\$52⁹⁸



Glide

- Patented SFC Mighty Grip® outsole
- Breathable, man-made mesh upper
- Lightweight • Elastic insets ensure a great fit
- Water-resistant • Reinforced heel and toe
- Removable cushioned insole



EASY LOOKS. SERIOUS SAFETY.



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- Primo, Travis**
- Patented SFC Mighty Grip® outsole
 - Water-resistant • Action leather upper
 - Lightweight • Ultra-soft lining
 - Removable cushioned insole

A. Primo
Men's: 8034 Black
Medium 7-11½, 12, 13, 14

\$64⁹⁸

B. Travis
Men's: 8035 Black
Medium 7-11½, 12, 13, 14

\$59⁹⁸



Panther II, Predator, Talon II

- Patented SFC Mighty Grip® outsole
- Water-resistant • Cushioned insole
- Dual elastic insets for a great fit

A. Panther II **\$34⁹⁸**

Men's: 6011 Black
Medium 7-11½, 12, 13, 14
Wide 7½-10½, 11, 12, 13

B. Predator **\$59⁹⁸**

Men's: 8102 Black
Medium 7-11½, 12, 13, 14

C. Talon II **\$34⁹⁸**

Men's: 8032 Black
Medium 7-11½, 12, 13, 14, 15



Annie and Billy

- Patented SFC Mighty Grip® outsole
- Crafted of full-grain leather, including vamp and heel counter
- Detailed stitching on shaft and pull loops
- Removable cushioned insole
- 1¼" heel • Water-resistant
- Annie is 11¼" high and is specifically designed to fit women
- Billy is 12¼" high

BLACK LABEL[®]

LUXURIOUS CRAFTSMANSHIP WITH A TOP-RATED OUTSOLE. IT'S THE PERFECT BALANCE.



DRESS



SHOES FOR CREWS *Black Label*

A., B. Senator and Statesman

\$79⁹⁸

- Patented SFC Mighty Grip[®] outsole
- Water-resistant, full-grain leather upper
- Cushioned footboard • Padded collar
- Removable, leather-lined, dual-density insole
- Steel shank for added support
- Leather-lined interior

A. Senator

Men's: 1201 Black, 1211 Brown
Medium 7-11½, 12, 13, (14 black only)
Wide (black only) 8-11½, 12, 13, 14

B. Statesman

Men's: 1202 Black
Medium 7-11½, 12, 13, 14
Wide 8-11½, 12, 13, 14

8201 Black - Steel Toe: \$89.98



A



B



C

C. Venice

\$79⁹⁸

- Patented SFC Mighty Grip[®] outsole
- Water-resistant • Supple full-grain leather upper
- Removable, dual-density, leather-lined insole
- Dual elastic insets for a comfortable fit
- Cushioned footboard for added comfort
- Leather-lined interior • Padded collar
- Steel shank for added support

Men's: 1207 Black, 1217 Brown
Medium 7-11½, 12, 13



D

D. Dylan



\$79⁹⁸

- Patented SFC Mighty Grip[®] outsole
- Comfortably lightweight and flexible
- Soft, full-grain leather upper with top stitching
- Elastic insets for a secure, personalized fit
- Water-resistant • Removable cushioned insole
- Breathable textile lining and a cushioned textile insole

Men's: 1022 Black
Medium 7-11½, 12, 13, 14



E

E. Jackie

\$69⁹⁸

- Patented SFC Mighty Grip[®] outsole
- Premium, full-grain leather upper
- Water-resistant • Cushioned insole
- Steel shank for added support
- Timeless, traditional style
- Rounded-toe silhouette
- 2¾" rubber heel

Women's: 3706 Black
Medium 5-9½, 10, 11
Women's: 3716 Brown
Medium 7-9½, 10



Mira

- Patented SFC Mighty Grip® outsole
- Water-resistant • Pull-grain leather upper
- Elastic collar • Patent leather accents
- Cushioned insole • Padded heel collar
- Ultra-soft, suede-like lining
- 1½" wedge heel

Women's: 3619 Black

\$64⁹⁸



April

- Patented SFC Mighty Grip® outsole
- Water-resistant • Adjustable Velcro® fastening system
- Lightweight • Supple, full-grain leather upper
- Ultra-soft, suede-like lining • Cushioned insole
- Padded heel • Steel shank for added support
- 1¾" rubber heel

Women's: 3617 Black

\$64⁹⁸



Jane II, Madison

- Patented SFC Mighty Grip® outsole
- Water-resistant • Genuine leather upper
- Steel shank • Padded collar • ¾" rubber heel

A. Jane II

Women's: 3582 Black
Wide sizes available.

\$64⁹⁸

B. Madison

Women's: 7006 Black

\$42⁹⁸



Valencia

- Patented SFC Mighty Grip® outsole
- Lightweight • Water-resistant • Man-made upper
- Ultra-soft, suede-like lining • Padded heel
- Cushioned insole • 100% vegan

Women's: 3618 Black

\$47⁹⁸



Envy II

- Patented SFC Mighty Grip® outsole
- Water-resistant • Full-grain leather upper
- Dual elastic insets for a great fit
- Steel shank for added support
- Cushioned insole • 1¼" rubber heel

Women's: 3614 Black

Wide sizes available.

\$59⁹⁸



Loren

- Patented SFC Mighty Grip® outsole
- Water-resistant microfiber upper
- Lightweight • Cushioned insole
- Ultra-soft, suede-like lining
- Padded heel • 100% vegan
- ¼" heel

Women's: 3620 Black

\$59⁹⁸



Ballerina II

- Patented SFC Mighty Grip® outsole
- Water-resistant • Flexible and lightweight
- Full-grain leather upper • Cushioned insole
- Steel shank for added support
- ½" rubber heel

Women's: 3610 Black

\$47⁹⁸



Isabella

- Patented SFC Mighty Grip® outsole
- Water-resistant • Leather and man-made upper
- Dual elastic insets for a great fit • 1½" heel
- Contour stitching • Cushioned insole
- Steel shank for added support

Women's: 3611 Black

Wide sizes available.

\$39⁹⁸



SEE SHOESFORCREWS.COM FOR MORE DETAILS

Aristocrat II, Cambridge, Metro II

- Patented SFC Mighty Grip® outsole
- Water-resistant • Leather upper
- Steel shank • Cushioned insole

A. Aristocrat II

Men's: 1010 Black
Wide sizes available.

\$69⁹⁸

Men's: 1110 Brown

B. Cambridge

Men's: 8006 Black
Wide sizes available.

\$42⁹⁸

C. Metro II

Men's: 8582 Black
Wide sizes available.

\$64⁹⁸



MIGHTYMAT CLASSIC

MightyMat!® Classic

The original mat. For high-traction and low-profile areas.

- All-grit upper with serrated edge for added durability
- Patented slip-resistant rubber base
- Fits under doorways
- Dimensions 3' x 5'
- Thickness 6.5 mm

\$109⁹⁸
Style 20

10 mm
5 mm
0 mm
Mat thickness:
6.5 millimeters

MIGHTYMAT MAX II

MightyMat!® Max II

The ultimate in anti-fatigue and slip resistance.

- Patented slip-resistant rubber base and grid pattern
- Anti-fatigue cushion provides all-day comfort
- Rubberized diamond plate pattern
- Serrated edge for added durability
- Dimensions 3' x 4'
- Thickness 9.5 mm

\$119⁹⁸
Style 40

10 mm
5 mm
0 mm
Mat thickness:
9.5 millimeters

MIGHTYMAT INTERLOCKING

MightyMat!® Interlocking

Customize to fit any space, large or small.

- Easy to assemble and disassemble, carry and transport
- Interlocking system quickly locks mats together for a secure, seamless fit
- Easy to clean
- All-grit surface for high-traction and slip resistance
- Thick rubber construction helps relieve fatigue
- Drainage slots direct liquids away from the surface
- Mid-section measures 3' x 3' • Thickness 9.5 mm

\$84⁹⁸

Style 45 - End Section
with finishing end piece

\$79⁹⁸

Style 46 - Mid-Section

Sneaker Balls

Style: 1120



\$4⁹⁸

Airr Orthotic Insoles

BEST FOR WORK, ATHLETIC AND CASUAL SHOES
Men's: 1124 Red Women's: 1125 Green

\$29⁹⁸

SFC Sole Grid Cleaner

Style: 1118



\$3⁹⁸

Arch Insoles

BEST FOR DRESS, WORK, ATHLETIC AND CASUAL SHOES
Men's: 1128 Red Women's: 1129 Pink

\$19⁹⁸

Super Socks

— Low Cut

Women's: 1145 Black,
1144 White



\$8⁹⁸
LOW CUT

Super Socks

— Mid Calf

Men's: 1141 Black,
1140 White

Women's: 1143 Black,
1142 White



\$9⁹⁸
MID CALF

Sof Sole® Work Crew Socks

Men's: 1149 Black Women's: 1150 Black

\$11⁹⁸
WORK SOCKS



Sof Sole® Heel Spur Pad

SUITABLE FOR MOST STYLES

Men's: 1131 Women's: 1132

\$12⁹⁸

Insoles may not be compatible with all shoe styles.



AS LOW AS
\$19⁹⁸

Style 53: Shoes - Steel Toe



AS LOW AS
\$13⁹⁸

Style 50: Shoes - Soft Toe



AS LOW AS
\$13⁹⁸

Style 54: Boots - Soft Toe

**CrewGuard® for Shoes (Soft and Steel Toe)
and CrewGuard® for Boots (Soft Toe)**

STOCK UP and SAVE - Prices include Shipping and Handling

UNISEX: 50 Shoes Soft Toe and 54 Boots Soft Toe

HARD WORK PAYS OFF

BUILT FOR GRIP, COMFORT, DURABILITY & VALUE

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SFC PRO WORK BOOTS

Wolf — Composite Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris • Composite toe
- Full-grain leather upper • Fiberglass shank for added support
- Tongue is attached on both sides to help keep out debris
- Reinforced toe for greater durability • Metal eyelets
- Speed hook for convenient lacing and a secure fit
- Waterproof • Removable cushioned insole
- Electrical Hazard (EH) rated
- 6" boot: ½" heel

Men's: 8292 Black
Medium 7-11½, 12, 13, 14

\$109⁹⁸



Jayde — Composite Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris • Composite toe
- Full-grain leather upper • Electrical Hazard (EH) rated
- Tongue is attached on both sides to help keep out debris
- Speed hook for convenient lacing and a secure fit
- Reinforced heel and toe for greater durability
- Removable memory foam-cushioned insole
- Waterproof • 4" boot: ½" heel
- Padded collar and tongue

Women's: 8288 Black
Medium 5-9½, 10, 11

\$79⁹⁸



SFC MIGHTY GRIP®

- MADE FROM AN EXCLUSIVE RUBBER COMPOUND
- PATENTED SLIP-RESISTANT TREAD PATTERN
- INDUSTRY-LEADING SLIP RESISTANCE

SFC V-GRIP®

- ENGINEERED FOR HARSH INDUSTRIAL ENVIRONMENTS
- EXCLUSIVE "V" TREAD PATTERN FOR ENHANCED GRIP
- BEST-IN-CLASS SLIP RESISTANCE

SFC-2 AND SFC-10 ANTI-CLOGGING OUTSOLES

- WIDE CHANNELS RESIST CLOGGING WITH DEBRIS
- EASY CLEANING AND MAINTENANCE
- CUTTING-EDGE SLIP-RESISTANT TREAD PATTERNS

*"I have worn SFC
shoes for more*

Maverick II — Non-metallic Safety Toe

- Patented SFC V-Grip® outsole
- Non-metallic safety toe • Electrical Hazard (EH) rated
- Steel shank for added support • Fuel/oil resistant outsole
- Made of easy-to-clean non-absorbent materials
- Removable, leather-lined, cushioned insole
- Waterproof • Full-grain leather upper

new



WHAT IS SFC PRO SERIES?

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SFC PRO WORK BOOTS

THE SFC PRO COLLECTION IS CONSTRUCTED TO STAND THE TEST OF TIME.

Trident II — Non-metallic Safety Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris • Made of easy-to-clean non-absorbent materials
- Water-resistant • Men-made upper • Non-metallic safety toe
- Electrical Hazard (EH) rated • Padded collar and tongue
- Updated polyurethane (PU) midsole for reduced weight and enhanced comfort • Reinforced toe
- Fiberglass shank for added support
- Removable cushioned insole

Men's: 8296 Black
Medium 4½–11½, 12, 13, 14, 15
Wide 4½–11½, 12, 13, 14, 15

Women's: 8296 Black
Place order using men's sizes. Order 1½ sizes smaller than your normal shoe size.



\$86⁹⁸ **new**

Endeavor II — Non-metallic Safety Toe

- Patented SFC-2 anti-clogging outsole
- Water-resistant • Electrical Hazard (EH) rated
- Action leather upper • Breathable mesh lining
- Made of easy-to-clean, non-absorbent materials
- Fully non-metallic; passes through metal detectors
- Non-metallic safety toe • Fuel/oil resistant outsole
- Twin elastic insets for a secure, personalized fit
- Fiberglass shank for added support

Men's: 8203 Black
Medium 4½–10½, 11, 12, 13, 14, 15, 16

Women's: 8203 Black
Place order using men's sizes. Order 1½ sizes smaller than your normal shoe size.



\$77⁹⁸ **new**

SFC Scout II — Composite Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris
- Composite toe • Electrical Hazard (EH) rated
- Water-resistant • Reinforced toe for durability
- Brown full-grain, oil-tanned leather upper
- Black full-grain, nubuck (like suede) leather upper
- Made of easy-to-clean non-absorbent materials



\$84⁹⁸ **new**

QUALITY

DESIGNED FOR THE MOST SERIOUS JOBS, THIS EXCLUSIVE LINE IS ENGINEERED FOR COMFORT, DURABILITY, SAFETY AND MAXIMUM SLIP RESISTANCE.

Mammoth II — Non-metallic Safety Toe

- Patented SFC V-Grip® outsole
- Waterproof • Lined with 200-gram Thinsulate™ Insulation
- Non-metallic safety toe • Electrical Hazard (EH) rated
- Made of easy-to-clean non-absorbent materials • Breathable lining
- Fuel/oil resistant outsole • Rubberized half shell of boot
- Fiberglass shank for added support • Full-grain leather upper

Men's: 8297 Brown/Black
Medium 4½–11½, 12, 13, 14, 15, 16
Wide 8–11½, 12, 13, 14, 15, 16

Women's: 8297 Brown/Black
Place order using men's sizes. Order 1½ sizes smaller than your normal shoe size.



\$109⁹⁸

SFC Terrain II — Composite Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris • Reinforced toe for greater durability
- 7" water-resistant boot • Electrical Hazard (EH) rated
- Full-grain, oil-tanned leather upper • Composite toe
- Made of easy-to-clean non-absorbent materials
- Removable, contoured, cushioned insole
- Fully gusseted tongue to keep dirt out
- Fiberglass shank for added support
- Updated polyurethane (PU) midsole for reduced weight and enhanced comfort

Men's: 8293 Brown
Medium 7–11½, 12, 13, 14, 15, 16

\$89⁹⁸



Blackhawk and Ranger Composite Toe

- Patented SFC V-Grip® outsole
- Water-resistant • Electrical Hazard (EH) rated
- Fully non-metallic; passes through metal detectors
- Composite toe
- Puncture-resistant footbed
- Full-grain leather upper
- Accent stitching
- Ranger: Reinforced toe cover for durability
- Fiberglass shank for added support
- Fuel/oil resistant outsole



B. Blackhawk

Men's: 8281H Black LIMITED SUPPLY
Medium 4, 5–11½, 12, 13, 14, 15

Women's: 8281H Black LIMITED SUPPLY
Place order using men's sizes. Order 1½ sizes smaller than your normal shoe size.

\$94⁹⁸

STAND THE TEST OF TIME

OUR INNOVATIVE OUTSOLES PROVIDE THE ULTIMATE COMBINATION OF SLIP RESISTANCE AND DURABILITY—EVEN IN COLD WEATHER.

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Expedition — Steel Toe

- Patented SFC V-Grip® outsole
- Water-resistant • Full-grain leather upper with accent stitching
- Steel toe • Electrical Hazard (EH) rated • Metal fasteners
- Steel shank for added support • Padded collar

Men's: 8088 Black
Medium 7-10½, 11, 12, 13, 14, 15

\$84⁹⁸

SFC PRO WORK BOOTS



Yukon III — Steel Toe

- Patented SFC V-Grip® outsole
- Water-resistant • Full-grain leather upper
- Steel toe • Electrostatic Dissipating (ESD) rated
- Armadillo-wrap reinforced toe • Padded collar
- Steel shank for added support
- Removable cushioned insole

Men's: 8290 Black
Medium 7-11½, 12, 13, 14, 15
Wide 8-11½, 12, 13, 14, 15

\$99⁹⁸

SFC PRO WORK BOOTS



Voyager — Steel Toe

- Patented SFC V-Grip® outsole
- Water-resistant • Electrical Hazard (EH) rated
- Steel toe • 360° stitch-reinforced outsole
- Genuine leather and man-made upper
- Reinforced rubber toe and heel cover
- Steel shank for added support

Men's: 8090 Black

SFC PRO WORK BOOTS



Hornet — Steel Toe

- Patented SFC V-Grip® outsole
- Water-resistant • Genuine leather and man-made upper
- Steel toe • Electrical Hazard (EH) rated • Heel pull loop
- 360° stitch-reinforced outsole • Padded collar
- Removable cushioned insole
- Steel shank for added support

Men's: 8100 Black
Medium 7-10½, 11, 12, 13, 14
Wide 8-10½, 11, 12, 13

\$64⁹⁸



Defender II — Steel Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris • Steel toe
- Updated polyurethane (PU) midsole for reduced weight and enhanced comfort
- Water-resistant • Full-grain leather upper
- Electrical Hazard (EH) rated
- Steel shank for added support
- Removable cushioned insole
- Metal eyelets • Padded collar

Men's: 8482 Black
Medium 7-11½, 12, 13, 14, 15
Wide 8-10½, 11, 12, 13, 14

\$69⁹⁸

SFC PRO WORK BOOTS



Molly — Women's Steel Toe

- Patented SFC-2 anti-clogging outsole
- Water-resistant • Genuine leather upper
- Steel toe • Electrical Hazard (EH) rated
- Removable cushioned insole
- Steel shank for added support
- Padded collar • Metal eyelets

Women's: 8287 Black
Medium 5-9½, 10, 11

\$79⁹⁸

SFC PRO WORK BOOTS



Senator — Steel Toe

- Patented SFC Mighty Grip® outsole
- Steel toe • Cushioned footboard
- Water-resistant • Padded collar
- Steel shank for added support



Atlas II — Composite Toe

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- NEW SFC-10 premium wide-channel outsole, limits clogging from debris
- Updated polyurethane (PU) midsole for reduced weight and enhanced comfort
- Waterproof • Padded collar

Men's: 8308 Brown
Medium 7-11½, 12, 13, 14, 15, 16
Wide 8-11½, 12, 13, 14, 15, 16

\$124⁹⁸



new



Bronco — Composite Toe

Patented SFC V-Grip® outsole

- Goodyear welt construction
- Removable cushioned insole
- Water-resistant

Men's: 8307 Brown
Medium 4½-11½, 12, 13, 14
Wide 4½-11½, 12, 13, 14

Women's: 8307 Brown
Place order using men's sizes. Order 1½ sizes smaller than your normal shoe size.

\$119⁹⁸



EVERY DETAIL CONSIDERED

HIGH-TECH CONSTRUCTION MAKES THESE WORK BOOTS THE ULTIMATE CHOICE

FEATURES INCLUDE:

- Premium full-grain leather upper
- ASTM composite safety toe
- Electrical Hazard (EH) rated
- ACE cushion and support system
- Fiberglass shank for added support
- Defined heel/non-marking outsole
- Breathable lining
- Reinforced heel

Mercury II — Composite Toe



- NEW SFC-10 premium wide-channel outsole, limits clogging from debris
- Made of easy-to-clean non-absorbent materials
- 360° waterproof casing keeps your feet dry
- Updated polyurethane (PU) midsole for reduced weight and enhanced comfort

Men's: 8310 Black
Medium 7-11½, 12, 13, 14

\$134⁹⁸



new



Dakota Women's Composite Toe



- Patented SFC V-Grip® outsole
- Built especially for women
- Waterproof • Speed hooks
- Padded collar and tongue

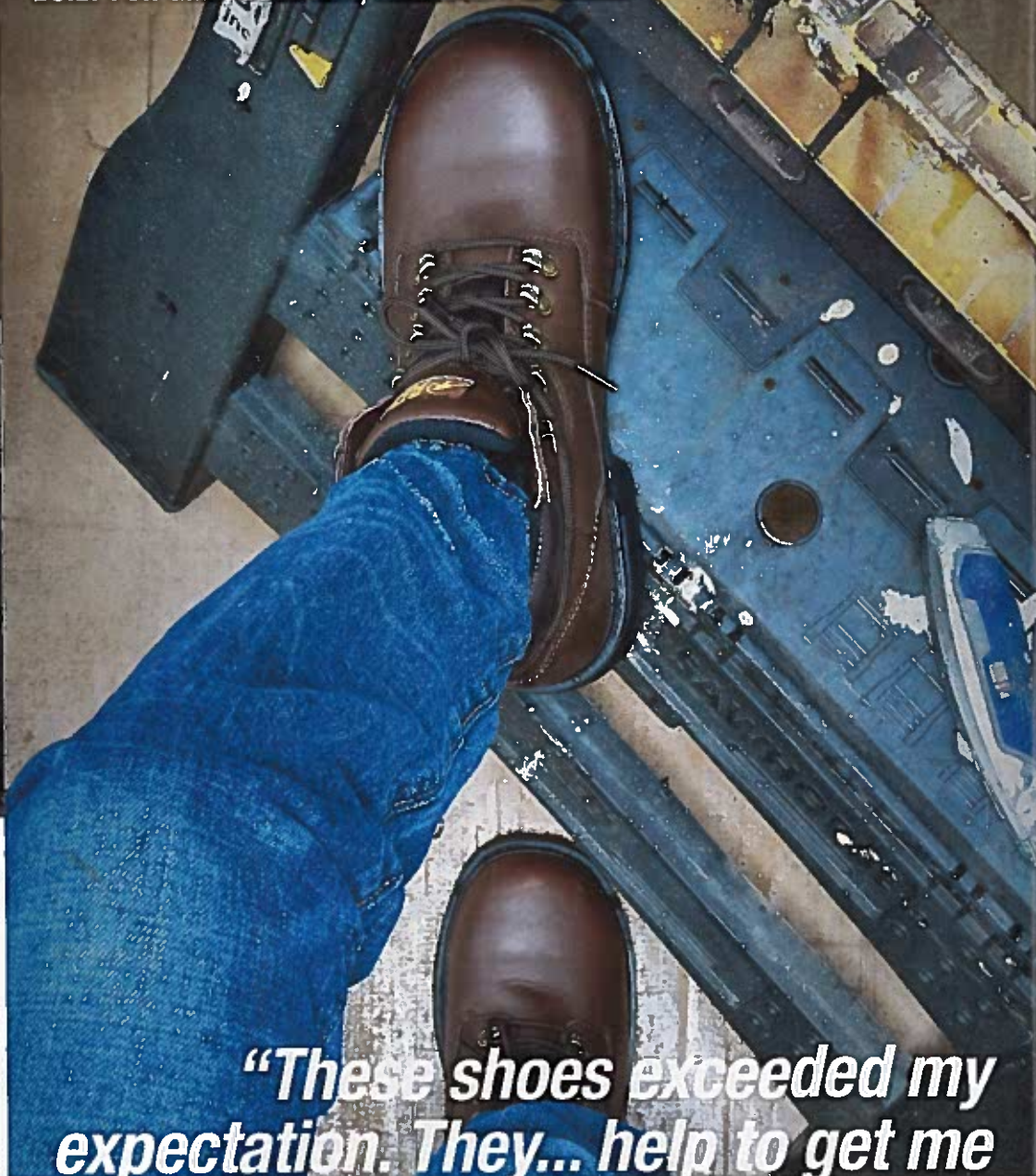
Women's: 8302 Brown
Medium 5-9½, 10, 11

\$124⁹⁸



BUILT TO PERFORM

BUILT FOR GRIP, COMFORT, DURABILITY & VALUE



"These shoes exceeded my expectation. They... help to get me

Atrexe Sport Hiker – Soft Toe

- Patented SFC Mighty Grip® outsole
- Water-resistant
- Black full-grain leather upper
- Protective bumper toe
- Brown distressed, oiled leather upper
- Steel shank for added support
- Reinforced rhino wrap
- Removable cushioned insole
- Padded ankle

Men's: 8084 Black, 8085 Brown
Medium 4½–10½, 11, 12, 13, 14, 15

Women's: 8084 Black, 8085 Brown
Place order using men's sizes.
Order 1½ sizes smaller than your normal shoe size.



\$69⁹⁸

SFC Marshall – Soft Toe



- Patented SFC V-Grip® outsole
- 7" waterproof boot • Electrical Hazard (EH) rated
- Fiberglass shank for added support
- Fully gusseted tongue to keep out dirt and debris
- Rubberized half shell of boot • Heel kick plate
- Padded collar • Reinforced heel lining
- Full-grain leather upper
- Fuel/oil resistant outsole
- Removable cushioned insole

Men's: 8291 Black
Medium 7–10½, 11, 12, 13, 14

\$99⁹⁸



SFC PRO
WORK BOOTS

Legionnaire II – Soft Toe

- NEW SFC-10 premium wide-channel outsole, limits clogging from debris
- Updated polyurethane (PU) midsole for reduced weight and enhanced comfort
- Genuine leather upper • Water-resistant
- Metal eyelets and speed lace system
- Steel shank for added support
- Removable cushioned insole
- Padded collar • Heel pull loop

Men's: 8481 Black
Medium 4½–10½, 11, 12, 13, 14
Wide 8–10½, 11, 12, 13

Women's: 8481 Black
Place order using men's sizes.
Order 1½ sizes smaller than your normal shoe size.



\$59⁹⁸

new

Summit – Soft Toe



- Patented SFC Mighty Grip® outsole
- Lightweight • Reinforced rubber toe and heel cover
- Water-resistant • Breathable, synthetic mesh upper
- 100% vegan • Padded collar • Removable cushioned insole
- Metal fasteners • Gusseted tongue to keep out dirt

Men's: 8079 Black
Medium 5½–11½, 12, 13, 14

Women's: 8079 Black
Place order using men's sizes. Order 1½ sizes smaller than your normal shoe size.

\$64⁹⁸



Backcountry II – Soft Toe



- Patented SFC V-Grip® outsole
- Genuine leather and mesh upper • Padded collar and tongue
- Water-resistant • Removable, contoured, cushioned insole
- Stitch-reinforced outsole • Electrical Hazard (EH) rated
- Breathable lining • Metal eyelets and speed lace system
- Steel shank for added support

Men's: 8094 Black
Medium 7–10½, 11, 12, 13, 14

\$69⁹⁸



SFC PRO
WORK BOOTS

- Patented SFC Mighty Grip® outsole
- 12" waterproof boot • Lightweight • 100% vegan
- Made of a 3 mm thick, high-grade, EVA/rubber blend
- Fuel/oil resistant

Men's: 5004 Black
Medium (whole sizes only) 4–15

\$4798

Women's: 5004 Black
Place order using men's sizes. Order 2 sizes smaller than your normal shoe size.



Bullfrog Pro 10" Soft and Composite Toe

- 10" waterproof boot • Oil/fuel resistant
- Removable cushioned insole • 100% vegan
- Style 5005: Patented SFC V-Grip® outsole
- Style 5005: Made of 6 mm thick, high-grade, EVA/rubber blend
- Style 5006: Patented SFC-2 anti-clogging outsole
- Style 5006: Made of 5 mm thick, high-density, EVA/rubber blend
- Style 5006: Composite toe; Electrical Hazard (EH) rated

**SFC PRO
WORK BOOTS**

A. Soft Toe

\$4998

Men's: 5005 Black
Medium (whole sizes only) 4–15

Women's: 5005 Black
Place order using men's sizes. Order 2 sizes smaller than your normal shoe size.



B. Composite Toe

Men's: 5006 Black
Medium (whole sizes only) 4–16

Women's: 5006 Black
Place order using men's sizes. Order 2 sizes smaller than your normal shoe size.

\$5998

Bullfrog Pro 16" Composite Toe

- Patented SFC-2 anti-clogging outsole
- 16" waterproof boot • Electrical Hazard (EH) rated
- Made of a 5 mm thick, high-density, EVA/rubber blend
- Composite toe • Oil/fuel resistant • 100% vegan
- Removable cushioned insole

Men's: 5013 Black
Medium (whole sizes only) 4–14

\$6998

Women's: 5013 Black
Place order using men's sizes. Order 2 sizes smaller than your normal shoe size.



**SFC PRO
WORK BOOTS**

Sentinel — Steel Toe

- Patented SFC-2 anti-clogging outsole
- 14" boot • Waterproof • Steel toe
- Insulated boot provides protection at temperatures as low as -20° C / -4° F
- Polyurethane (PU) upper provides maximum flexibility and comfort
- Heel kick plate • Removable insole



NEED TO STAY DRY



Guardian IV — Soft and Steel Toe

new

- Patented SFC-2 anti-clogging outsole
- 16" waterproof boot • Electrical Hazard (EH) rated
- Injection-molded PVC construction • Anti-fatigue
- Removable cushioned insole • Heel kick plate
- 100% vegan • Made in the USA
- Styles 2063, 2065, 2066: Steel toe

\$4998

Soft Toe

Men's: 2064 Black
Medium (whole sizes only) 4–14

Women's: 2064 Black
Place order using men's sizes. Order 2 sizes smaller than your normal shoe size.

**SFC PRO
WORK BOOTS**

Steel Toe

Men's: 2063 Black
Medium (whole sizes only) 4–15
Size 16 available in similar style 2060

Men's: 2065 White
Medium (whole sizes only) 4–13
Size 14 available for similar style 2007

Men's: 2066 Green
Medium (whole sizes only) 6–13
Sizes 4, 5, 14, 15 available in similar style 2008

Women's: 2063 Black, 2065 White, 2066 Green
Place order using men's sizes. Order 2 sizes smaller than your normal shoe size.



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CREWS

Please deliver: 9/12 - 9/19



TAKE 15% OFF EVERY ORDER

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Delivery to business addresses only. Please see page 19 for a brief description. Visit shoesforcrews.com/quickship for full delivery details and restrictions.

60-DAY FREE EXCHANGES

60-Day Wear & Compare Guarantee. If you're not happy with your shoes, for any reason, return them within 60 days of purchase. Visit shoesforcrews.com/guarantee for details.



Check out our mobile-ready site!
Scan this QR code with your smartphone for promotion, or visit shoesforcrews.com/uspr.

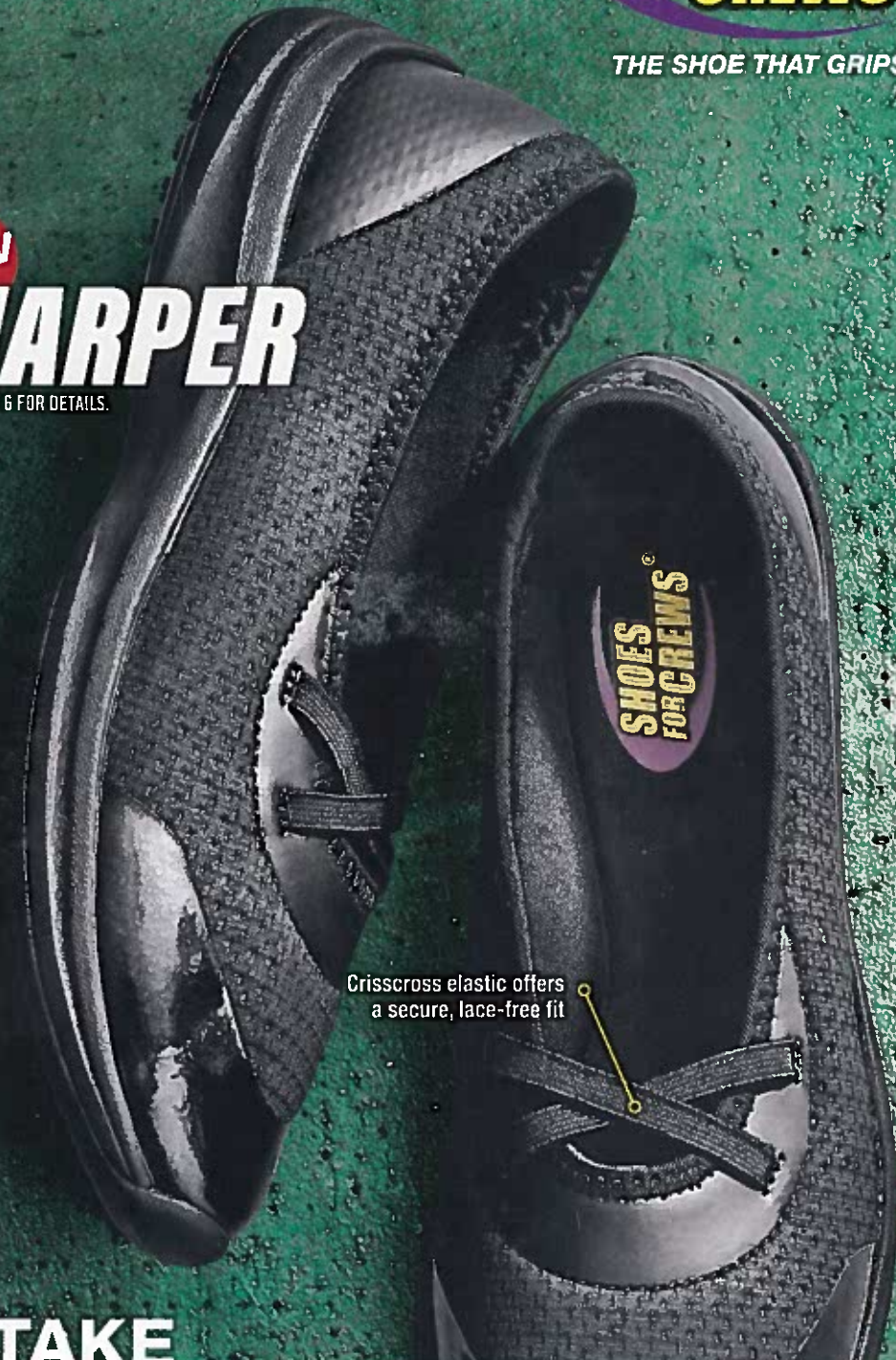
new

HARPER

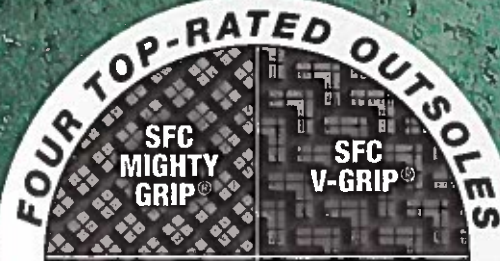
SEE PAGE 6 FOR DETAILS.

SHOES FOR CREWS®

THE SHOE THAT GRIPS®



Crisscross elastic offers a secure, lace-free fit



TAKE



SHOES FOR CREWS, LLC
250 SOUTH AUSTRALIAN AVE
WEST PALM BEACH, FL 33401

Invoice 5127445

RECEIVED

PHONE: (800) 218-4770 FAX: (561) 683-3080
www.shoesforcrews.com

Shipped To:

FEB 17 2015

KATHLEEN
WENDSTICK DBA WENDYS
1 COMMERCIAL DR
AREA E
FLORIDA NY 10921

ATT : STORE MANAGER
WENDYS 125004
14180 AIRPORT HWY
SWANTON OH 43558-9616

Account Number: 55240

Unit: 125004

Invoice Date: 02/09/2015

TERMS NET NET 30		CUSTOMER ORDER NO		ENVEL DL	SLM FAX	SHIPPED VIA SLM Ground		COMMENTS		
STYLE		SIZE	QTY	PRICE	DISC	FREIGHT	SALES TAX	SUBSIDY	AMOUNT	
6041	STHEPHEN SOLAREK REDACTED	12	1	41.98		6.98	.00	.00	48.96	
<div style="border: 1px solid black; padding: 5px; width: fit-content;"> Declaration Exhibit 3 </div>										
SPECIAL NOTES <div style="font-size: 2em; font-family: cursive; text-align: center;">24.48</div>									48.96	
						REMIT TO: P.O. Box 504634 St. Louis, MO 63150-4634			48.96	
PLEASE INDICATE INVOICE NUMBER UPON REMITTANCE OF PAYMENT RETURNS AND EXCHANGES SHOULD BE SHIPPED TO: SHOES FOR CREWS, LLC, 1655 WORLDWIDE BLVD., HEBRON, KY 41048 NO RETURNS WILL BE ACCEPTED AT OUR WEST PALM BEACH OFFICE										

INVOICE

3/20/2015 10:44:11 AM

Employee Pay Selection

You have multiple options to receive your pay listed below. Please review them and make your selection.

☐ _____
Initials

1. **Direct deposit.** I select direct deposit for disbursement of my pay. I hereby authorize my employer to initiate deposits for my net pay to the financial institution I have designated and further authorize Financial Institution to credit the account indicated with the deposits. If funds to which I am not entitled are deposited to my account, I authorize debits to my account and the return of such funds. This authority is to remain in effect until Company or Financial Institution has received notification from me of termination of such authorization in such time and such manner as to afford Company and Financial Institution a reasonable opportunity to act on those instructions or until Company or Financial Institution cancels the direct deposit arrangement.

☐ _____ I currently participate in Direct Deposit and have my net pay deposited into my bank account. Please continue to deposit the full amount of my check into the account on file.

☐ _____ I currently participate in Direct Deposit and have a partial amount deposited into my bank account. Please deposit the full amount of my check into the account on file.

☐ _____ I currently participate in Direct Deposit and have a partial amount deposited into my bank account. Please continue to deposit the partial amount into my account and I will receive the remainder of my pay in the ADP Total Pay Program (check box below as well).

I have attached a voided personal check.

This account is for (1) checking or (2) savings

☐ SS
Initials

2. **ADP TotalPay Card & Money Network Check Program.** I select to use either of the following program options:

A. **Money Network Check.** The Money Network Check is a self-issued paycheck that can be completed each payday morning. There is no waiting to pick up your Check. It is completed by phone wherever you may be. The Money Network Check can be deposited to your personal bank account or cashed for free at Money Network Check cashing partners. There is no fee for using Money Network Checks.

B. **ADP TotalPay Card.** The TotalPay debit card provides a dependable, safe and very convenient way to receive your pay. You can get your pay through ATM withdrawals, make purchases at stores, and get cash back with those purchases. You may also transfer money to a personal or joint checking account. You can hear your balance for free at any time by calling the toll free number on your debit card. Your pay will be available on payday morning, no matter where you are, and you can start spending immediately. No waiting to get your check, no waiting to cash your check, just use your card to start spending your money. Every employee is eligible for the TotalPay debit card. There is no application and no approval process. There is no monthly service charge for the debit card as long as you are employed by your current employer. Many debit card transactions are free but there are transaction fees for other transactions. Money Network Checks can also be used with your debit card account. All of the transaction fees are listed in your Welcome Kit

I authorize Wendy's Franchise to disburse my pay by direct deposit or my TotalPay account according to the selection I initialed above, otherwise I will be paid using the Money Network Check. I understand that I can change my pay selection at any time in the future.

Stephen Spence
Employee Signature
[Signature]
Manager Signature

REDACTED
Social Security Number

REDACTED
TotalPay Account #

8/6/15
Date

12504
Company / Store number

**Declaration
Exhibit**

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The ADP TotalPay Service will deduct applicable fees from your TotalPay Account or Premier Account balance for the services and transactions listed below. For details, see your Account Holder Agreement and other information contained in your Welcome Packet, visit moneynetwork.com or call Customer Service at 1.866.402.1237. See footnote 1 (below) to learn more about the automatic upgrade process to a Premier Account.

We reserve the right to revise the Fee Schedule from time to time, and will notify you in accordance with your Account Holder Agreement and applicable law. You acknowledge that by maintaining an Account and/or continuing to use the Services after such notification, you are thereby agreeing to any such revisions to the fees.

SPENDING MONEY	TOTALPAY ACCOUNT ¹	PREMIER ACCOUNT
ATM Withdrawals (see below for ATM balance inquiry and decline fees) U.S. In-Network ATMs including Allpoint ATMs To find participating In-Network ATMs, use the Money Network mobile app (available at the App Store® and Google Play®), visit moneynetwork.com or call Customer Service. An additional surcharge may be separately charged by an owner or operator of an ATM.	\$0.00	\$0.00
ATM Withdrawals (see below for ATM balance inquiry and decline fees) U.S. Out-of-Network ATMs An additional surcharge may be separately charged by an owner or operator of an ATM.	\$1.75	\$1.75
ATM Withdrawals (see below for ATM balance inquiry and decline fees) Non-U.S. ATMs An additional surcharge may be separately charged by an owner or operator of an ATM. A foreign transaction conversion fee of 2% will apply to non-U.S. transactions. A Cross Border Transaction Fee of 0.8% will also apply. See "Foreign Transaction Fees" in your Account Holder Agreement for details.	\$2.50	\$2.50
Bank Teller Over-the-Counter Cash Withdrawal (at any bank that displays the logo shown on your card)	\$0.00	\$0.00
Money Network™ Check (use, order, or stop payment; cash at participating check-cashing locations) To find participating locations, use the Money Network mobile app (available at the App Store® and Google Play®), visit moneynetwork.com or call Customer Service.	\$0.00	\$0.00
Signature Point-of-Sale Transactions (for purchases, declines and returns) U.S. and Non-U.S. A foreign transaction conversion fee of 2% will apply to non-U.S. transactions. A Cross Border Transaction Fee of 0.8% will also apply. See "Foreign Transaction Fees" in your Account Holder Agreement for more information.	\$0.00	\$0.00
PIN Point-of-Sale Transactions – with or without Cash Back (for purchases, declines and returns) U.S. and Non-U.S. A foreign transaction conversion fee of 2% will apply to non-U.S. transactions. A Cross Border Transaction Fee of 0.8% will also apply. See "Foreign Transaction Fees" in your Account Holder Agreement for more information.	\$0.25	\$0.25
Transfer Funds to a U.S. Bank Account (ACH transfer)	\$0.00	\$0.00
Transfer Funds from your Account to a Secondary Card	N/A	\$0.00

MANAGING MONEY	TOTALPAY ACCOUNT ¹	PREMIER ACCOUNT
Monthly Account Maintenance Fee (applies <u>only</u> to Premier Accounts)	N/A	\$2.95
Balance Inquiries and Alerts via Mobile App, Automated Phone System, Customer Service, Online Access, or Notifications (push, email or text) Your wireless carrier's standard messaging and data rates may apply.	\$0.00	\$0.00
Balance Inquiries and Declines at ATM U.S. ATMs (In-Network and Out-of-Network) An additional surcharge may be separately charged by an owner or operator of an ATM.	\$1.75	\$1.75
Balance Inquiries and Declines at ATM Non-U.S. ATMs An additional surcharge may be separately charged by an owner or operator of an ATM.	\$2.50	\$2.50
Customer Service 24/7	\$0.00	\$0.00
Replacement Card with Standard Delivery	\$6.00	\$6.00
Replacement Card: Additional Fee for Expedited Delivery	\$13.00	\$13.00
Monthly Paper Statement by Mail You may view statements online at no charge. You may also call to request transaction information or a printed 60-day history at no charge.	\$2.95	\$2.95
Request a Secondary Card for a Family Member, Dependent or Caregiver	N/A	\$2.00

ADDING MONEY	TOTALPAY ACCOUNT ¹	PREMIER ACCOUNT
Payroll Direct Deposit	\$0.00	\$0.00
Direct Deposit of Other Funds (for example: tax refunds, child support, etc.)	N/A	\$0.00
Load Cash at Participating Reload Locations (fee set by each reload location) To find participating reload locations, use the Money Network mobile app (available at the App Store® and Google Play®), visit moneynetwork.com or call Customer Service.	N/A	Varies

TRANSACTION LIMIT SCHEDULE ²	
ATM Withdrawal Limit	\$600 per transaction and per day (ATM owner may have lower limits)
Transactions at Point-of-Sale (POS)	\$3,000 per transaction and per day
Money Network Check Limit	\$9,999.99 per check (some check-cashing locations may have lower limits)
Bank Teller Over-the-Counter Cash Withdrawal	\$8,000 per transaction and per day (bank may have lower limits)
Non-Payroll ACH Loads (Tax Refunds and Others)	TotalPay Account: N/A Premier Account: \$4,000 per day; \$8,000 per calendar month ¹
Retail or Reload Agent Loads (Premier Accounts only)	TotalPay Account: N/A Premier Account: \$2,500 per transaction and per day; \$5,000 per calendar month ¹
Premier Account Balance Maximum Allowed	\$8,000 at any time (no limit for employer payroll loads)
ACH Transfer to a Bank Account	\$8,000 per transaction
Transfer to Secondary Card (Premier Accounts only)	TotalPay Account: N/A Premier Account: \$1,000 per transaction ¹

1 Your TotalPay Account will automatically be upgraded to a Premier Account upon termination of your employment with the employer through whom you initially enrolled to receive your TotalPay Card in accordance with your Account Holder Agreement. In the event of an automatic upgrade, you may avoid the Monthly Account Maintenance Fee for the Premier Account by withdrawing or spending the funds in your TotalPay Account during the 60 days following the termination of your employment.

2 For security and regulatory reasons, we may further limit the number, type, or dollar amount of the transactions you may make using your Account, or suspend the use of your Account and/or Card.

**Declaration
Exhibit**

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